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Attorneys for Plaintiff

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

NORMAN CHANCY 1725 Wilderness Road Lancaster, PA 17603

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4422

Plaintiff,

:

UGI UTILITIES, Inc d.b.a UGI

CENTRAL PENN GAS 2525 North 12TH Street Reading, PA 19603

v.

COMPLAINT AND JURY DEMAND

Defendants.

Civil Action No.

CIVIL ACTION

Plaintiff, Norman Chancy, by and through his attorneys, brings this civil matter against Defendant UGI Utilities, INC d.b.a Central Penn Gas alleging he was subjected to unlawful violations of Title VII of the Civil Rights Acts of 1964 ("VII"), the Age Discrimination in Employment Act ("ADEA"), the Pennsylvania Human Relations Act ("PHRA"), and 42 U.S.C. § 1981 avers and alleges as follows:

THE PARTIES

- 1. Plaintiff Norman Chancy (hereinafter "Plaintiff") is an African American male and resides at the above-captioned address.
- 2. Plaintiff was born on September 11, 1964, and is currently fifty-four (54) years old.
- 3. Defendant UGI Utilities, Inc. d.b.a UGI Central Penn Gas (hereinafter "Defendant") is a gas company with a location at the above-captioned address.
- 4. At all times relevant herein, Defendant had over 200 employees.
- Plaintiff was employed by Defendant and worked at the above listed Reading,
 Pennsylvania address from the year 2000 until his termination on July 24, 2017.

6. At all times relevant hereto, Defendant acted by and through its agents, servants, and employees, each of whom acted within the scope of his or her job responsibilities.

JURISDICTION AND VENUE

- 7. The Court may properly maintain personal jurisdiction over Defendant because the Defendant's contacts with this state and this judicial district are sufficient for the exercise of jurisdiction and comply with traditional notions of fair play and substantial justice, thus satisfying the standard set forth by the United States Supreme Court in <u>International Shoe Co. v. Washington</u>, 326 U.S. 310 (1945) and its progeny.
- 8. The Court may exercise original subject-matter jurisdiction over the instant action pursuant to 28 U.S.C. §§ 1331 and 1343(a)(4) because it arises under the laws of the United States and seeks redress for violations of federal law.
- 9. The Court may also maintain supplemental jurisdiction over state law claims set forth herein pursuant to 28 U.S.C. § 1367(a) and Rule 18(a) of the Federal Rules of Civil Procedure because they are sufficiently related to one or more claims within the Court's original jurisdiction that they form part of the same case or controversy.
- 10. Venue is properly laid in the Eastern District of Pennsylvania pursuant to 28 U.S.C. §§ 1391(b)(1) and 1391(b)(2) because the Defendant is located in this judicial district and because all of the acts and/or omissions giving rise to the claims set forth herein occurred in this judicial district.

EXHAUSTION OF ADMINISTRATIVE REMEDIES

- Plaintiff exhausted his administrative remedies under Title VII. <u>Butterbaugh v. Chertoff</u>,
 479 F. Supp. 2d 485 (W.D. Pa. 2007).
- 12. On or around April 10, 2018, Plaintiff filed a timely written Charge of Discrimination (the "Charge") against Defendant with the Equal Employment Opportunity Commission

- ("EEOC") alleging race discrimination, age discrimination and retaliation.
- 13. The charge was duly filed with the Pennsylvania Human Relations Commission (PHRC").
- 14. Plaintiff received a Notice of Right to Sue relative to the Charge, by mail, on July 20,2018.
- 15. Plaintiff files the instant Complaint within ninety (90) days of his receipt of the Notice of Right to Sue letter relative to the Charge.

FACTUAL SUMMARY

- 16. Plaintiff began working for Defendant in or around 2000.
- 17. Plaintiff was qualified for his position and performed well.
- 18. Plaintiff received consistently positive evaluations throughout the entirety of his employment, and never received a negative evaluation.
- 19. Throughout the entirety of his employment with Defendant, Plaintiff For over ten (10) years, Plaintiff received no major disciplinary actions, complaints or reprimands.
- 20. At all times relevant herein, Plaintiff was the member of a union. As such, pursuant to the applicable Collective Bargaining Agreement, Defendant was not free to terminate Plaintiff's employment without first documenting supposed disciplinary infractions committed by Plaintiff.
- 21. Throughout his employment, Plaintiff repeatedly witnessed African-American employees and employees aged forty (40) and older being denied promotions and training.
- 22. Plaintiff himself was denied multiple promotions. The promotions Plaintiff sought were instead awarded to Caucasian employees who were younger than Plaintiff.
- 23. In or around February 23, 2017, Plaintiff met with several managers of Defendant,

- including the head of Defendant's Human Resources Department, to complain about the race and age discrimination that had prevented Plaintiff from obtaining promotions.
- 24. Defendant took no corrective action in response to this internal complaint of discrimination.
- 25. On April 20, 2017, Defendant subjected Plaintiff to a written warning regarding Plaintiff's supposed work error.
- 26. Employees who were Caucasian and/or younger than Plaintiff had committed the same error and received no discipline.
- 27. On June 29, 2017, Plaintiff submitted a written complaint to Human Resources. The complaint alleged that Plaintiff had been and was subjected to discrimination within Defendant.
- 28. Defendant took no corrective action in response to this complaint.
- 29. On July 2, 2017 there was an explosion which claimed the life of one of the employees of Defendant.
- 30. Plaintiff, who was on call but not actively working at the time, was called to the scene of the explosion.
- 31. Plaintiff did not receive the call to the scene in a timely manner. As a result, Plaintiff allegedly arrived late to the scene.
- 32. Other employees also allegedly arrived late to the scene.
- 33. These employees, who were Caucasian and/or younger than Plaintiff, received either no discipline or minor reprimands.
- 34. On July 24, 2017, Defendant terminated Plaintiff's employment for the stated reason that Plaintiff had arrived late to the scene on July 2, 2017.

35. Defendant's stated reason for terminating Plaintiff was false, and was pretext for discrimination and retaliation.

COUNT I- RETALIATION TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED

- 36. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set froth more fully at length herein.
- 37. Plaintiff engaged in activity protected by Title VII.
- 38. Plaintiff complained of discrimination internally.
- 39. Thereafter, Defendant took adverse employment actions against Plaintiff, including but not limited to, terminating his employment.
- 40. There exists a causal connection between Plaintiff's participation of the protected activity and the adverse employment actions.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT II- RETALIATION THE PENNSYLVANIA HUMAN RELATIONS ACT

- 41. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length herein.
- 42. Plaintiff engaged in activity protected by the Pennsylvania Human Relations Act.
- 43. Plaintiff complained of discrimination internally.
- 44. Thereafter, Defendant took adverse employment actions against Plaintiff, including, but not limited to, terminating him.
- 45. There exists a causal connection between Plaintiff's participation in the protected activity and the adverse employment action.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT III- RACE DISCRIMINATION- DISPARATE TREATMENT TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED

- 46. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length herein.
- 47. Plaintiff is a member of protected classes in that he is African-American.
- 48. Plaintiff was qualified to perform his job for which he was hired.
- 49. Plaintiff suffered adverse job actions, including, but not limited to, termination.
- 50. Circumstances exist related to the above cited adverse employment actions that give rise to an inference of discrimination.
- 51. Defendant discriminated against Plaintiff on the basis of race.
- 52. No legitimate, non-discriminatory reasons exist for the above cited adverse employment actions that Plaintiff suffered.
- 53. The reasons cited by Defendant for the adverse employment actions that Plaintiff suffered are pretext for discrimination.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT IV- RACE DISCRIMINATION- DISPARATE TREATMENT THE PENNSYLVANIA HUMAN RELATIONS ACT

- 54. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length.
- 55. The foregoing conduct by Defendants constitutes unlawful discrimination against Plaintiff on the basis of his race.
- 56. As a result of Defendant's unlawful race discrimination, Plaintiff has suffered damages as set forth herein.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT V 42 U.S.C. § 1981

- 57. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length herein.
- 58. At all times relevant herein, Plaintiff maintained or sought to maintain a contractual relationship with Defendant.
- 59. At all times relevant herein, Defendant acted by and through its agents, servants, and employees to intentionally discriminate against Plaintiff as a result of his race (African-American) and thereby deny him the benefits of the contractual relationship he had entered with Defendant.
- 60. Defendant's discriminatory conduct included, but was not limited to, termination as a result of Plaintiff's race and in retaliation for his complaints of race discrimination.
- 61. Plaintiff has suffered damages as a result of Defendant's unlawful actions.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT VI- AGE DISCRIMINATION-DISPARATE TREATMENT THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967, AS AMENDED

- 62. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length herein.
- 63. Plaintiff is a member of protected classes in that he was aged forty (40) or over during the majority of his employment with Defendant, and at the time he was terminated from employment.
- 64. Plaintiff was qualified to perform the job for which he was hired.
- 65. Plaintiff suffered adverse job actions, including, but not limited to, termination.

- 66. Circumstances exist related to the above cited adverse employment actions that give rise to an inference of discrimination.
- 67. Defendant discriminated against Plaintiff on the basis of age.
- 68. No legitimate, non-discriminatory reasons exist for the above cited adverse employment actions that Plaintiff suffered.
- 69. The reasons cited by Defendant for the above cited adverse employment actions that Plaintiff suffered are pretext for discrimination.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

COUNT VII- AGE DISCRIMINATION-DISPARATE TREATMENT THE PENNSYLVANIA HUMAN RELATIONS ACT

- 70. Plaintiff incorporates by reference each allegation contained in the preceding paragraphs as if the same were set forth more fully at length herein.
- 71. The foregoing conduct by Defendant constitutes unlawful discrimination against Plaintiff on the basis of his age.
- 72. As a result of Defendant's unlawful age discrimination, Plaintiff has suffered damages as set forth herein.

WHEREFORE, Plaintiff seeks the damages set forth in the Prayer for Relief clause of this Complaint, *infra*.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, Norman Chancy, requests that the Court grant him the following relief against Defendant:

- (a) Damages for past and future monetary losses as a result of Defendant's unlawful discrimination;
- (b) Compensatory damages;
- (c) Punitive damages;

(d) Liquidated damages;

(e) Emotional pain and suffering;

(f) Reasonable attorneys' fees;

(g) Recoverable costs;

(h) Pre and post judgement interest;

(i) An allowance to compensate for negative tax consequences;

(j) A permanent injunction enjoining Defendant, its directors, officers, employees,

agents, successors, heirs, and assigns, and all persons in active concert or

participation with them, from engaging in, ratifying, or refusing to correct,

employment practices which discriminate in violation of TITLE VII, the PHRA, the

ADEA and Section 1981.

(k) Order Defendant to remove and expunge, or to cause to be removed and expunged, all

negative, discriminatory, and/or defamatory memoranda and documentation from

Plaintiff's record of employment, including, but not limited to the pre-textual reasons

cited for his adverse actions, disciplines, and termination; and

(l) Awarding extraordinary, equitable and/or injunctive relief as permitted by law, equity

and the federal statutory provisions sued hereunder, pursuant to Rules 64 and 65 of

the Federal Rules of Civil Procedure.

ZEFF LAW FIRM LLC

Gregg L. Zeff, Esquire

Eva C. Zelson, Esquire

Attorneys for Plaintiff

Dated: October 12, 2018

JURY TRIAL DEMANDED

Demand is hereby made for a trial by jury as to all issues.

CERTIFICATION

I hereby certify that to the best of my knowledge and belief the above matter in controversy is not the subject of any other action pending in any court or of a pending arbitration proceeding, nor at the present time any other action or arbitration proceeding contemplated.

ZEFF LAW FIRM, LLQ

By: Gregg L. Zeff, Esquire

Eva C. Zelson, Esquire

Attorneys for Plaintiff

Dated: October 12, 2018

JS 44	(Rev. 08/16)	

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM)

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I. (a) PLAINTIFFS	¥.	DEFENDANTS	18	od k
Norman Chancy		UGI Utilities, Inc d.l	b.a, UGI Central Penn (6as 4 2 2
(b) County of Residence o	of First Listed Plaintiff (CCEPT IN U.S. PLAINTIFF CASES)		of First Listed Defendant (IN U.S. PLAINTIFF CASES OF ONDEMNATION CASES, USE TO OF LAND INVOLVED	• /
(c) Attorneys (Firm Name, A	Address, and Telephone Number)	Attorneys (If Known)		
Zeff Law Firm, LLC	(daress, and relephone Number)	Audineys (1) Known)		
100 Century Parkway, Su	uite 305, Mt. Laurel, NJ 08054			
(856) 778-9700	CTXON (Place an "X" in One Box Only)	III. CITIZENSHIP OF PI	DINCIPAL PARTIES	(Plane or "Y" in One Per for Plaintiff
	<i>L</i> .	(For Diversity Cases Only)		and One Box for Defendant)
1 1 U.S Government Plaintiff	(U.S. Government Not a Party)	Citizen of This State		
J 2 U.S Government Defendant	4 Diversity (Indicate Citizenship of Parties in Item III)	Citizen of Another State (7)	2	
		Citizen or Subject of a TForeign Country	3 3 Foreign Nation	36 36
V. NATURE OF SUIT	(Place an "X" in One Box Only) TORTS	FORFEITURE/PENALTY	Click here for Nature of Sur BANKRUPTCY	it Code Descriptions. OTHER STATUTES
7 110 Insurance	PERSONAL INJURY PERSONAL INJUR		☐ 422 Appeal 28 USC 158	375 False Claims Act
1 120 Marine 1 130 Miller Act	☐ 310 Airplane ☐ 365 Personal Injury -	of Property 21 USC 881	7 423 Withdrawal 28 USC 157	376 Qui Tam (31 USC
1 140 Negotiable Instrument	☐ 315 Airplane Product Product Liability Liability ☐ 367 Health Care/	1.1 690 Otner	28 USC 157	3729(a)) 3 400 State Reapportionment
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7 151 Medicare Act	☐ 330 Federal Employers' Product Liability		7 830 Patent	☐ 450 Commerce
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of Veteran's Benefits	☐ 350 Motor Vehicle ☐ 370 Other Fraud	Act	7 862 Black Lung (923)	☐ 490 Cable/Sat TV
7 160 Stockholders' Suits 7 190 Other Contract	☐ 355 Motor Vehicle ☐ 371 Truth in Lending Product Liability ☐ 380 Other Personal	720 Labor/Management Relations	☐ 863 DIWC/DIWW (405(g)) ☐ 864 SSID Title XVI	© 850 Securities/Commodities/ Exchange
7 195 Contract Product Liability	☐ 360 Other Personal Property Damage	740 Railway Labor Act	□ 865 RSI (405(g))	3 890 Other Statutory Actions
196 Franchise	Injury 385 Property Damage 362 Personal Injury - Product Liability	☐ 751 Family and Medical Leave Act		☐ 891 Agricultural Acts ☐ 893 Environmental Matters
REAL PROPERTY	Medical Malpractice CIVIL RIGHTS PRISONER PETITION	NS 790 Other Labor Litigation	FEDERAL TAX SUITS	☐ 895 Freedom of Information Act
3 210 Land Condemnation	7 440 Other Civil Rights Habeas Corpus:	Income Security Act	☐ 870 Taxes (U.S. Plaintiff	☐ 896 Arbitration
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3 240 Torts to Land	☐ 443 Housing/ Sentence		26 USC 7609	Agency Decision
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	Cite the U.S. Civil Statute under which you as			
VI. CAUSE OF ACTIO	DN Brief description of cause:			
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F R Cv P.	N DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint:
VIII. RELATED CASE				DCT 15 2018
IF ANY	(See instructions) JUDGE		DOCKET NUMBER	13 2010
DATE 0/12/2018	SIGNATURE OF AT	TORNEY OF RECORD		
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Case 5:18-cv-04422 UNITED STATES DISTRICT COURT 15/18

DESIGNATION FORM
Alaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)

Address of Plaintiff:	1725 Wilderness Road, Lancaster	r, PA 17603	
Address of Defendant:	2525 North 12th Street, Reading, PA 19603		
Place of Accident, Incident or Transaction:	Berks County	y, PA	
_			
RELATED CASE, IF ANY:	(Mn)		
Case Number.	Judge: _	Date Terminated:	
Civil cases are deemed related when Yes is answer	ered to any of the following questions:		
Is this case related to property included in an previously terminated action in this court?	n earlier numbered suit pending or within one year	Yes No 🗸	
Does this case involve the same issue of fact pending or within one year previously terming	t or grow out of the same transaction as a prior suit nated action in this court?	Yes No 🗸	
3. Does this case involve the validity or infring numbered case pending or within one year production.	gement of a patent already in suit or any earlier reviously terminated action of this court?	Yes No 🗸	
4. Is this case a second or successive habeas co case filed by the same individual?	orpus, social security appeal, or pro se civil rights	Yes No 🗸	
I certify that, to my knowledge, the within case this court except as noted above. DATE: 10/12/2018	is not related to any case now pending or wit Attorney-at-Law/Pro Se Plaintiff	thin one year previously terminated action in 52648 Attorney ID # (if applicable)	
CIVIL: (Place a √ in one category only)			
CIVIL: (Place a √ in one category only) A. Federal Question Cases:	B. Diversity Jurisdiction Cas	res:	
* * * * * * * * * * * * * * * * * * * *	and All Other Contracts 1. Insurance Contract 2. Airplane Personal 3. Assault, Defamatic 4. Marine Personal In 5. Motor Vehicle Personal	t and Other Contracts Injury on njury rsonal Injury ury (Please specify) Asbestos	
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Case 5:18-cv-04422 ocument 1 Filed 10/15/18 Page 13 of 13

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

CASE MANAGEMENT TRACK DESIGNATION FORM

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v. UGI Utilities, Inc d.b.a UGI	: (N
UGI Utilities, Inc d.b.a UGI	:\ 1

Central Penn Gas

ALP

CIVIL ACTION
18 442

NO.

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a Case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a Case Management Track Designation Form specifying the track to which that defendant believes the case should be assigned.

SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:

- (b) Social Security Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits. ()
- (c) Arbitration Cases required to be designated for arbitration under Local Civil Rule 53.2. ()
- (d) Asbestos Cases involving claims for personal injury or property damage from exposure to asbestos.
- (e) Special Management Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.)
- (f) Standard Management Cases that do not fall into any one of the other tracks.

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Telephone	FAX Number	E-Mail Address
(856) 778-9700	(856) 702-6640	gzeff@glzefflaw.com
Date	Attorney-at-law	Attorney for
10/12/2018	Gregg L. Zeff, Esq.	Plaintiff

(Civ. 660) 10/02